

**City of Chico - Human Resources Risk Management
August 2011**

Leave Accruals

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Unit	Administrative/ Management Leave	Personal Time Off	Sick Leave Accrual	Utilization for Family	Sick Leave Upon Retirement	Transfer of Sick Leave to Others	Leave of Absence with Pay
SEIU - CTP	40 hours per year *	40 hours per year **	96 hours per year	Yes	****	96 hrs maximum transfer per year - up to half of balance	3 days maximum available for birth or adoption
SEIU - TC	0	40 hours per year **	96 hours per year	Yes	****	96 hrs maximum transfer per year - up to half of balance	3 days maximum available for birth or adoption
IAFF	0		134.4 hours per year	Yes	****	24 hrs. maximum transfer per year	3 days maximum available for birth or adoption for employees assigned to 56 hr weeks; 4 days for 40hr weeks
CPOA	0		96 hours per year	Yes	****	96 hrs. maximum transfer per year	3 days maximum available for birth or adoption
CPSA	0	0 ***	96 hours per year	Yes	****	24 hrs. maximum transfer per year	3 days maximum available for birth or adoption
MGMT	96 hour per year		96 hours per year	Yes	****	96 hrs. maximum transfer per year	10 days maximum available for birth or adoption
PSM	96 hours per year		96 hours per year	Yes	****	96 hrs. maximum transfer per year	3 days maximum available for birth or adoption
CONFID	56 hours per year *	0 ***	96 hours per year	Yes	****	96 hrs. maximum transfer per year	10 days maximum available for birth or adoption

* Positions eligible to receive Administrative leave are designated by MOU or PBR. Any Administrative/Management Leave not taken by December 31 of any calendar year shall be removed without compensation from Employee's payroll record

** Any Personal Time Off not taken by December 31 of the calendar year shall be removed without compensation from Employee's payroll record.

*** 40 hours of Personal Time Off per calendar year forfeited due to budget reduction concessions.

Sick Leave Upon Retirement ****

Bargaining Unit	City Service Years	Max Conversion %	Max Buyout Amount
IAFF, CPOA, PSM	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,000
	10-15 Years	25%	\$2,000
	Over 15 Years	50%	\$3,000
SEIU-CTP, SEIU-TC, CNF, MGT, CPSA	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,500
	10-15 Years	30%	\$3,000
	Over 15 Years	60%	\$5,000

**** Accumulated sick leave shall be credited to Employee's retirement on an hour by hour basis. If employees buyout sick leave, the remaining balance of sick leave will be credited to the Employee's retirement.

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Holiday Leave & Accrual

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Bargaining Unit	Floating Holiday Leave*	Number of Paid Holidays Per Year	Number of Hours Paid per Holiday	Holiday Payment/Utilization
SEIU - CTP	8 hours	11	8	Employees receive a paid day off for each of the 11 City designated holidays. Employees required to work on holidays shall be compensated, by granting time off or, at CM discretion, pay at time and one-half. Employees required to work on July 4th, Thanksgiving, or Christmas shall receive Premium Holiday Pay (double time pay).
SEIU - TC	8 hours	11	8	See SEIU - CTP
IAFF	8 hours for 40 hour week; 12 hours for 56 hour week employees	11	24	Employees on a fifty six (56) hour work week will receive a negotiated 10.15 hours of pay each bi-weekly pay period. The annual holiday hours paid are 263.9. Employees assigned to a forty (40) hour work week will follow the prescribed holiday policy for miscellaneous employees
CPOA	8 hours	11	8	Employees receive a bank of holiday 96 hours** on January 1st of each year. Employees can schedule and use their holiday hours at a time convenient to them and the City.
CPSA	8 hours	11	8	Employees receive a bank of holiday hours on January 1st (40 hours**) and July 1st (56 hours) of each year. Employees can schedule and use their holiday hours at a time convenient to them and the City. Employees required to work on any of the 11 City designated holidays shall receive Premium Holiday Pay (pay at time and one-half). The employee also keeps the accrual of 8 hours for the holiday in the holiday time bank.
MGMT	8 hours	11	8	Employees receive a paid day off for each of the 11 City designated holidays. Employees required to work on holidays shall be compensated in addition to their pay, by granting time off or, at CM discretion, additional pay at straight time.
PSM	8 hours	11	8	Police PSM - See Management. Fire PSM - Active Chief Officers who are assigned to 24-hour duty coverage on holidays, shall receive holiday pay at their regular hourly rate each bi-weekly pay period. The formula for holiday pay calculation shall be 11 holidays x 24 hours, divided by the number of active Chief Officers, divided by 26 pay periods.
CONFID	8 hours	11	8	See Management

* Any Floating Holiday Leave not taken by December 31 of any calendar year shall be removed without compensation from Employee's payroll record

** Includes 8 hours of Floating Holiday Leave

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Leave Without Pay (LWOP) and Bereavement Leave

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Bargaining Unit	Maximum Duration of Leave Without Pay	Health Benefits during Leave (FMLA)*	Health Benefits during Leave (non FMLA)	Accrual of Seniority during Leave	Bereavement Leave **
SEIU - CTP	4 months	Yes. City continues contribution toward benefits during month leave begins and next four months. City obligation can be met during period of sick leave use.	Employee pays full premiums for all insurance.	If approved leave is greater than one bi-weekly pay period, no seniority accrued	Maximum of 5 days
SEIU - TC	4 months	See SEIU-CTP	See SEIU-CTP	See SEIU-CTP	Maximum of 5 days
IAFF	4 months	See SEIU-CTP	See SEIU-CTP	If approved leave is greater than five work shifts, no seniority accrued	Maximum of 3 shifts
CPOA	4 months	See SEIU-CTP	If leave is longer than one calendar month, City shall not contribute	See SEIU-CTP	Maximum of 5 consecutive days
CPSA	4 months	See SEIU-CTP	See SEIU-CTP	See SEIU-CTP	Maximum of 5 consecutive days
MGMT	4 months	See SEIU-CTP	See SEIU-CTP	Does Not Apply	Maximum of 5 days
PSM	4 months	See SEIU-CTP	See SEIU-CTP	Does Not Apply	Maximum of 5 consecutive days
CONFID	4 months	See SEIU-CTP	See SEIU-CTP	See SEIU-CTP	Maximum of 5 days

* An employee who does not return from an approved leave will be required to reimburse the City for the premiums paid by the City during the leave unless Employee fails to return because of Employee's own or a relative's serious health condition or other exceptional circumstance as approved by the City Manager. City contributions continue during an approved medical LWOP until the end of the fourth month following the month in which such leave began.

** Leave must be taken within seven days of the date of funeral or memorial service for the deceased and is for defined "family members" only.

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Health Insurance: Medical, Dental, and Vision

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Bargaining Units	Vision Insurance* (Two Year Enrollment Cycle)	Dental**	Medical Insurance PPO 90/10	Medical Insurance PPO 80/20	Medical Insurance EPO	Medical Insurance HDHP	HSA Contribution ***
SEIU-CTP SEIU-TC IAFF PSM MGMT CONFID	City Contribution: \$5.40 per month	City Contribution: \$55.57 per month	City Contribution: Single \$316.35 Double \$669.28 Family \$871.36	City Contribution: Single \$361.55 Double \$767.69 Family \$995.89	City Contribution: Single \$490.75 Double \$1,057.36 Family \$1,356.32	City Contribution: Single \$367.75 Double \$781.87 Family \$1,007.12	City Contribution: Single \$83.13 Double \$133.00 Family \$166.25
	Employee Pays: Single \$0.00 Double \$5.41 Family \$8.75	Employee Pays: \$18.52 per month	Employee Pays: Single \$252.78 Double \$540.76 Family \$687.27	Employee Pays: Single \$163.80 Double \$349.27 Family \$442.85	Employee Pays: Single \$79.00 Double \$154.00 Family \$204.00	Employee Pays: Single \$0.00 Double \$0.00 Family \$0.00	
CPOA CPSA	City Contribution: \$5.40 per month	City Contribution: \$0 per month	City Contribution: Single \$316.35 Double \$669.28 Family \$871.36	City Contribution: Single \$361.55 Double \$767.69 Family \$995.89	City Contribution: Single \$490.75 Double \$1,057.36 Family \$1,356.32	City Contribution: Single \$367.75 Double \$781.87 Family \$1,007.12	City Contribution: Single \$83.13 Double \$133.00 Family \$166.25
	Employee Pays: Single \$0.00 Double \$5.41 Family \$8.75	Employee Pays: \$74.09 per month	Employee Pays: Single \$252.78 Double \$540.76 Family \$687.27	Employee Pays: Single \$163.80 Double \$349.27 Family \$442.85	Employee Pays: Single \$79.00 Double \$154.00 Family \$204.00	Employee Pays: Single \$0.00 Double \$0.00 Family \$0.00	

* The City agrees to provide Employees with a vision insurance plan which provides vision care benefits, to the Employee only, which includes eye examination and lenses every 12 months, and frames every 24 months. The full cost of the premium for Employee only shall be paid by the City. Employee only vision coverage is non-voluntary. Employees may pay for vision insurance for their dependents.

** Dental insurance is non-voluntary for the employee.

*** Employees must participate in a high deductible health plan (HDHP) to be eligible for an HSA.

**** Employees who have other group medical insurance coverage and opt out of the City's plan, can receive up to \$200 per month into either Deferred Compensation, Section 125 Medical Flexible Spending

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Retirement Benefits*

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Units	Employer Rate	Employee Contribution	City Payment of Employee Contribution	Total CalPERS Contribution (City & Employee)	Retirement Formula	EPMC
SEIU - CTP	23.253%	6%	2%	31.253%	3% at 60	Yes
SEIU - TC	25.253%	3%	5%	33.253%	3% at 60	Yes
IAFF	30.742%	2%	7%	39.742%	3% at 50	Yes
CPOA	30.742%	0%	9%	39.742%	3% at 50	Yes
CPSA	23.253%	0%	8%	31.253%	3% at 60	Yes
MGMT	23.253%	4%	4%	31.253%	3% at 60	Yes
PSM	30.742%	0%	9%	39.742%	3% at 50	Yes
CONFID	23.253%	8%	0%	31.253%	3% at 60	Yes

* The City of Chico's retirement plans are defined benefit plans administered and governed by the California Public Employee Retirement System (CalPERS). Employee is eligible for benefits after five years of service and employee's 50th birthday.

CalPERS Employer Rate History

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Safety	27.135%	24.399%	25.897%	26.866%	26.362%	27.533%
Miscellaneous	20.438%	18.962%	20.307%	20.917%	20.805%	21.241%
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Safety	30.742%					
Miscellaneous	23.253%					

457 Retirement Match

Bargaining Units	City Match
SEIU - CTP	0%
SEIU - TC	0%
IAFF	0%
CPOA	10%
CPSA	10%
MGMT	0%
PSM	0%
CONFID	0%

Retiree Medical Trust

Bargaining Units	City Match
SEIU - CTP	\$0
SEIU - TC	\$0
IAFF	\$350
CPOA	\$300
CPSA	\$0
MGMT	\$0
PSM **	\$300
CONFID	\$0

** Police PSM who were promoted on or after 12/01/2004

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Miscellaneous Benefits

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Unit	Workers' Compensation (City Contribution)	Uniform Allowance	Tool Allowance	Health Club Reimbursement	Educational Incentive Pay	Longevity Pay	Life Insurance (City Paid)	Short-term/ Long-term Disability (City Contribution)	Short-term/ Long-term Disability (Employee Contribution) ****	FICA - Medicare (City Contribution) ***
SEIU - CTP	6.97%	** \$350 - Park Ranger	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	0% of salary	1.15% of salary	1.45%
SEIU - TC	6.97%	\$250 - Tree Maint Worker \$350 - Parking Meter Coll/Rep	\$400 per year	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	1% of salary	.15% of salary	2.90%
IAFF	6.97%	\$500 per year	None	\$37.00 per month	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	\$12.00 per month	None	2.90%
CPOA	6.97%	\$900 per year	None	\$50.00 per month	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	\$19.50 per month	None	1.45%
CPSA	6.97%	\$550 per year	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	1% of salary	.25% of salary	1.45%
MGMT	6.97%	None	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	1% of salary	.25% of salary	2.90%
PSM	6.97%	\$500 - Fire \$900 - Police	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	1% of salary	.25% of salary	2.90%
CONFID	6.97%	None	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	1% of salary	.25% of salary	2.90%

* Per State status governing Workers' Compensation and self insurance and Budget Appropriation. Rate reported is for most common employee code in group.

** Park Ranger only.

*** City does not participate in Social Security. City pays employees and employer share of Medicare tax for SEIU-TC, IAFF, MGT, PSM & CONFID.

**** This is a post-tax deduction. Park time employees are covered by California SDI.

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History of Salary Increases

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see below.

Bargaining Units	January 1997	January 1998	July 1998	January 1999	January 2000	January 2001	January 2002	July 2002
SEIU - CTP	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment
SEIU - TC	None	5.00%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment
IAFF	6.00%	4.00%	4.00%	7.00%	7.70%	3% @ 50	5.43%	None
CPOA	8.00%	5.00%	None	Add Additional Step	4.00%	3% @ 50	None	13.00%
CPSA	2.50%	2%	None	3.50%	Add Additional Step	3.45%	2.13%	3% @ 60
MGMT	None	5%	None	2.24%	4.00%	5.84%	8.48%	3% @ 60 with employees paying 6.5 more of retirement contribution
PSM	None	5%	None	2.24%	4.00%	5.84%	8.48%	None
CONFID	None	5.00%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with employees paying 5% more of retirement contribution & taking 1.5% pay reduction

Key to Employee Bargaining Units

SEIU-CTP: This bargaining unit (Service Employees International Union) covers all employees in the City's clerical, technical, and professional positions.

SEIU-TC: This bargaining unit (Service Employees International Union) covers all employees in the City's trades and crafts positions.

IAFF: IAFF covers all fire employees except for those employees in fire management positions.

CPOA: This bargaining unit covers all sworn members of the police department.

CPSA: This bargaining unit covers non-sworn employees involved in performing police work. It does not include clerical or support staff assigned to the Police Department.

Key to Employee P&BR (Pay & Benefits Resolution)

MGMT: Covers management employees except for Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

PSM: Covers Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

CONFID: Covers classified employees excluded from SEIU-CTP because of MMB, and access to employee relations.

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History of Salary Increases Continued

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Bargaining Units	January 2003	January 2004	January 2005	January 2006	January 2007	January 2008	January 2009	January 2010	January 2011
SEIU - CTP	3.04%	4.88%	2.40%	5.7% with 2.5% City pickup of PERS	2.30%	2.45%	0%, redirect 1% to EPMC Special Comp	1.00%	0.00%
SEIU - TC	3.04%	4.88%	2.40%	5.7% with 2.5% City pickup of PERS	2.30%	2.45%	0%, redirect 1% to EPMC Special Comp	0%, redirect 1% to City pickup of PERS	1.00%
IAFF	5.70%	7.88%	4.40%	8.99%	5.00%	4.00%	0.00%	0.00%	0.00%
CPOA	10.04%	9% City Pickup of PERS	4.74%	8% with 10% Deferred Comp match	5.00%	4.00%	0.00%	0.00%	0.00%
CPSA	10% or 20%	4.88%	2.40%	7.92% with 10% Deferred Comp match	0%, redirect 1.62% to EPMC and .7% to Premium Holiday Pay	2%, redirect .45% to POST Certification pay	0%, redirect 1% to POST Certification pay	0%, redirect 1% to POST Certification pay	0.00%
MGMT	3.04%	4.88%	2.40%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0.00%
PSM	3.04%	4.88%	2.4% with 3.5% City pickup of PERS	5.7% with 1% retro to Jan 2005	2.30%	2.45%	1.00%	1.00%	0.00%
CONFID	3.04%	4.88%	2.40%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0.00%

Key to Employee Bargaining Units

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SEIU-TC: This bargaining unit (Service Employees International Union) covers all employees in the City's trades and crafts positions.

IAFF: IAFF covers all fire employees except for those employees in fire management positions.

CPOA: This bargaining unit covers all sworn members of the police department.

CPSA: This bargaining unit covers non-sworn employees involved in performing police work. It does not include clerical or support staff assigned to the Police Department.

Key to Employee P&BR (Pay & Benefits Resolution)

MGMT: Covers management employees except for Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

PSM: Covers Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

CONFID: Covers classified employees excluded from SEIU-CTP because of MMB, and access to employee relations.

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History of Formula Increases Summary		
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Bargaining Units	Unit Salary Redirection	Total increases from January 1997 to January 2010
SEIU - CTP	1.5% (4), 1% (2), 1% (7)	48.45% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
SEIU - TC	2.5% (4), 1% (2)	48.45% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
IAFF	12% (7)	70.1% 3% @ 50
CPOA	.99% (1), 1% (7)	61.78% 3% @ 50, with 9% City pickup of PERS Additional step increase 10% Deferred Compensation Match Voluntarily reduced 2009 & 2010 increases to 0% due to budget problems
CPSA	1.62% (2), .7%(5), 2.45% (6), 1% (7)	50.78% or 40.78% depending upon position 3% @ 60 Additional step increase 10% Deferred Compensation Match
MGMT	2% (2), 1% (4), 1% (7)	45.33% 3% @ 60, with 2% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
PSM	1% (7)	49.33% 3% @ 50 Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
CONFID	2% (2), 1% (4), 1% (7)	47.45% 3% @ 60, with employees paying 5% more of contribution and taking 1.5% pay reduction Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems

Footnotes:

- 1 Redirect salary to Retirement Medical Trust
- 2 Redirect salary to EPMC Special Compensation
- 3 Redirect salary to Deferred Compensation
- 4 City pickup of PERS
- 5 Redirect salary to Premium Holiday Pay
- 6 Redirect salary to POST Certification Pay
- 7 Voluntarily reduced increases due to budget concessions

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Formula for General Pay Increase

Bargaining Units	Formual for General Pay Increase
SEIU - CTP	Recurring Revenue Percentage Change - (Personnel Cost Factor + City Growth Factor) = Employee General Pay Increase Percentage Increase for employees is the lesser of Employee General Pay Increase Percentage or Consumer Price Index plus 1% Due to budget deficite, for 2009 and 2010 employees agree salaries shall not be increased by the formula above
SEIU - TC	Recurring Revenue Percentage Change - (Personnel Cost Factor + City Growth Factor) = Employee General Pay Increase Percentage Increase for employees is the lesser of Employee General Pay Increase Percentage or Consumer Price Index plus 1% Due to budget deficite, for 2009 and 2010 employees agree salaries shall not be increased by the formula above
IAFF	None. Increases to be negotiated.
CPOA	None. Increases to be negotiated.
CPSA	None. Increases to be negotiated.
MGMT	None. Increases to be negotiated.
PSM	None. Increases to be negotiated.
CONFID	None. Increases to be negotiated.